



DORS & DDA Collaboration and Service Delivery

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November 22, 2019

Today's Webinar Agenda

- Brief history of Division of Rehabilitation Services (DORS) & Developmental Disabilities Administration (DDA) collaboration efforts
- Transitioning Youth- Example funding sequence
- Adult- Example funding sequence
- Next Steps
- Questions

DORS and DDA collaboration

DORS/DDA Collaboration

- 2018
 - Provider Work Group
 - Updated MOU
 - Joint webinar
 - Regional Stakeholder Meetings
 - [State Employment Leadership Network \(SELN\)](#)- annual meeting
 - Quarterly Leadership Meetings
- 2019
 - CIE checklist collaboration and joint webinars
 - DORS/DDA staff development day
 - Provider Work Group continued (including education)
 - Quarterly Leadership Meetings
 - SELN annual meeting
 - Joint Webinar
 - Employment First Summit

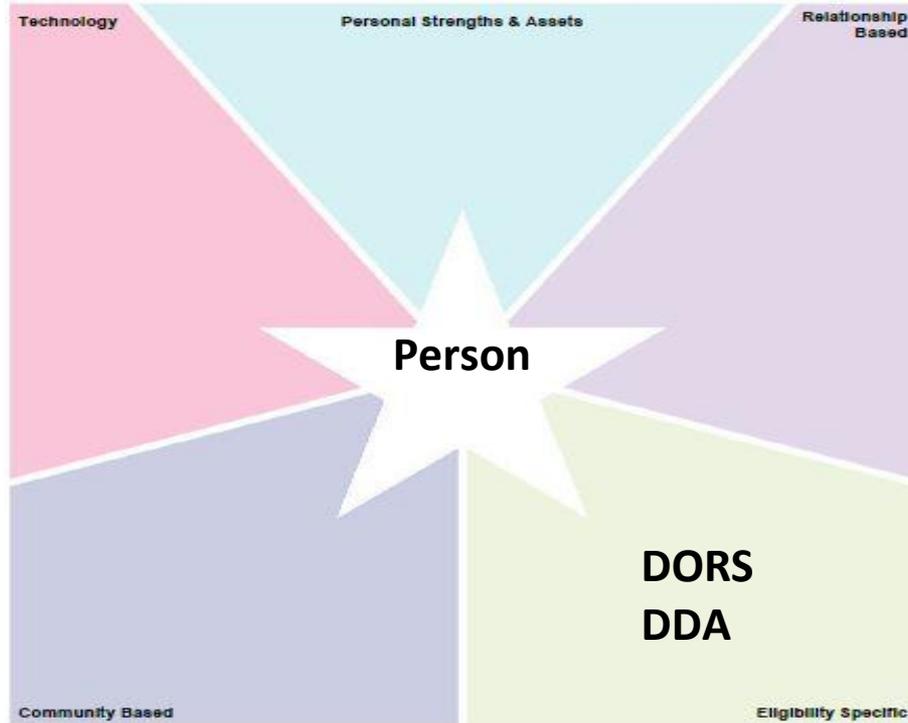
Integrated Star

CHARTING the life course



Integrated Services and Supports

People need supports to lead good lives. Using a combination of lots of different kinds of support helps to plot a trajectory toward an inclusive, quality, community life. This tool will help families and individuals think about how to work in partnership to support their vision for a good life.



Access the LifeCourse framework and tools at lifecoursetools.com

Developed by Missouri Family to Family at the UMKC Institute for Human Development, UCEDD. mofamilytofamily.org | MAY 2016

<https://www.lifecoursetools.com/>

[My Employment Goal](#)



Guest Presenters

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Transitioning Youth

Supports

Supporting Transitioning Youth (TY)

Goals when supporting Transition:

- Collaboration
- Seamless transition from school to work
- Employment explored as first preferred outcome and service choice upon transition
- Integrated community participation

Myles' Story



Myles' Story

Background:

- While in enrolled in FCPS' SUCCESS program, received vocational support/training
- Applied for Vocational Rehabilitation services through DORS
- Applied for DDA services and was assigned a Coordinator of Community Services (CCS)

Myles' Story

- CCS facilitated development of Myles' Person Centered Plan (PCP), based on info available
- Selected a provider for DDA services
- Offered employment at Frederick Memorial Hospital (FMH)
- DORS contacted provider for job coaching support upon graduation, prior to availability of DDA services

Myles' Story

- Myles began working as an Environmental Health Services Assistant on April 23rd, supported by a job coach provided by FCPS
- Graduated on May 21st and transitioned to a new (DORS-funded) job coach on May 22nd
- Transitioned to DDA-funded job coaching (with the same job coach) on July 1st

Other Considerations

- Ideally process starts, and may be completed, within school system
- Community-based volunteer and paid work experiences
- DORS Pre-ETS programming offers additional discovery opportunities through providers when students are still school aged

Other Considerations

DORS Funding Opportunities for In-School Youth

- Pre-Employment Transition Services (Pre-ETS)
- Work-Based Learning Experience (WBLE) Services
- Youth Extended Services (for non-DDA funded youth with disabilities who need ongoing supports)

Other Considerations

- Summer between school exit and DDA services beginning:
 - Students who are job-ready should go directly to employment and/or job development to find a paid job
 - DORS funding will support these services
- For others, additional Discovery may be needed
 - DDA funding will support these services

DORS CIE Funding Opportunities

- Job Development Prep
- Job Development
- Short-Term/Supported Employment Job Coaching
- Benefits Counseling (*funding opportunity if provider staff are certified)

Other Considerations

To Discover Job Interests/Skills/Abilities

- May have had little to no work experience in school
- May not be sure about work, but can be supported to explore
- Family may not believe in their ability or opportunity to work independently
- Staff should use the Customized Employment process to discover people's interests/skills/abilities
- Use of many work trials/volunteer opportunities in a variety of settings
- Building a profile of the person over time

Other Considerations

DDA Funding Opportunities

- Pre-employment (Meaningful Day Services)
 - Community Development Services/Day Habilitation
 - Career Exploration (time limited)
 - Supported Employment
 - Discovery Milestones (July 2020)
 - Job Development (July 2020)
- Post-employment
 - Supported Employment
 - Ongoing Job Supports (July 2020)
 - Follow-Along Job Supports (July 2020)
 - Co-Worker Employment Supports (July 2020)
 - Transportation (July 2020)

Adult in Services

Supports

Supporting Adults

Things to consider:

- Collaboration
- Employment explored as first preferred outcome and service choice
- Integrated community participation

Adult in Services

Supports

Start with DDA's Person Centered Plan (PCP):

- Assessed needs
- Identified outcomes
- PCP Employment Focus Area of Exploration (FAE)

Supporting Adults

Person chooses a provider:

- Identifies goals to reach outcomes

With Coordinator of Community Services and team:

- Looks at all available services/supports (not just eligibility-specific supports)

Colleen's Story



Colleen's Story

Background:

- 46 year-old woman in traditional facility-based day services, with history of some work in enclaves/sheltered workshops (mostly at sub-minimum wage)
- Employment team selected Colleen as a participant in a new person-centered “circle-of supports” process in the winter of 2018

Colleen's Story

- Applied for Vocational Rehabilitation services through DORS in March 2018
- Ongoing collaboration between members of her “circle-of-supports” and facilitation of discovery process (including work trials)
- 8 hours of job development prep issued on May 15th

Colleen's Story

- Continued assessment and collaboration, coupled with the engagement of job developer
- Offered job at Wendy's in late July, 2018
- Began working on August 15, 2018
- Utilized intensive job coaching support (funded by DORS), prior to transitioning to DDA long-term supports only

Other Considerations

- For adults, Discovery is a DDA funded approach
- DORS is a resource once person is ready for competitive, integrated employment (CIE)
 - Job skills, interests and abilities have been identified
 - Job profile has been developed
 - Employment plan has been developed
- DORS referral to supplement DDA funding for additional employment resources

Other Considerations

- Job Development Prep
- Job Development
- Short-Term/Supported Employment Job Coaching
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Common themes

- Importance of building a network of relationships
 - DORS/Businesses/Nonprofits
 - Must be mutually beneficial
- Communication
 - Consistent and open
- Integrated approach
- Not just looking at one service/support
- Continual exploration
 - People with disabilities will lose jobs, want to change jobs, want more hours, less hours etc. just like everyone else

Next Steps

- Continue collaboration between DORS, DDA and Maryland State Department of Education (MSDE)
- Continue provider work group
- Continue identifying gaps
- Continue working to provide clear guidance around funding sequencing

Resources

<https://www.lifecoursetools.com/>

www.dors.maryland.gov

<https://dda.health.maryland.gov>

Questions?

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